

Exhibit 8

Employee: Julia M. Gundersen

Date of Hire: 12-84

Competency	Previous Experience (= yes)	Date Instructed	Date Performed	Comments	Learning Resources
ECU-WF	No	1991	Organizing	Public Center	File test
ECU-WF	No	1996	Organizing	Public Center	File test
ECU-WF	Yes	1987	Organizing		
ECU-WF	No	1987	..	Public Center	File test

Date: 9-7-01

Date: 9/17/01

PLAINTIFF, Julie Dalessio's Declaration re: SUMMARY JUDGMENT - Case 2:17-cv-00642-MJP

Employee: Nurie Derosas (Nubia)

Date of Hire: 12/84

[illegible]

Date: 12-2-02

Date: From Nelson 11/25/02

Employee: Julie Daniels

Date of Hire: 12/84

[illegible]

Date: 12-2-22

Date: 6/25/07

4,888 MCHR, 700° K/in

University of Washington Medical Center Clinical Virology Laboratory
EMPLOYEE PERFORMANCE EVALUATION

University of Washington
 Department of Lab Medicine

Employee's Name: Julie Dalessio		Classification Title: CT-III		Evaluation Period: From: 10/19/16 To: 8/1/17		Evaluation Date: 9/7/17	
Performance Factors: 1. Quality of Work Completeness, accuracy, neatness, thoroughness		Comments &/or examples: Julie has a great deal of talent and ability for experimental design and for acquiring new knowledge to her challenges.					
2. Quantity of Work Use of time, volume of work accomplished, ability to meet schedules & productivity levels		Julie has had significant personal challenges that were distracting her.					
3. Job Knowledge Degree of technical knowledge, understanding of job procedures & methods		Surgeon Julie gets into the literature and creates solutions to her own challenges.					
4. Working Relationships Cooperation and ability to work with supervisor, coworkers, students and clients served		Has done quite well considering the lab turnover and other lab changes. Julie is a great teacher and will work closely and efficiently w/ those who depend on her for ideas and help.					
5. Attendance		Have situation has been very distracting but Julie seems to be getting thru her current.					

Outstanding - The employee has exceeded all duty performance expectations for the time and for such very important contributions to the efficiency and economy of the organization through such performance.
Exceeds expectations - The employee regularly works beyond a majority of the performance expectations for this position and has contributed to the efficiency and economy of the organization through such performance.
Meets expectations - The employee has met the performance expectations for this position and has contributed to the efficiency and economy of the organization through such performance.
Needs improvement - The employee has not met the performance expectations for this position and has contributed to the efficiency and economy of the organization through such performance.
Unsatisfactory - The employee has failed to meet the performance expectations for this position.

<u>SPECIFIC ACHIEVEMENTS:</u>		
Completion of HHS 125A		
<u>PERFORMANCE GOALS FOR THE NEXT EVALUATION PERIOD</u>		
Complete local functional anatomy studies Oversee three anatomy labs		
<u>TRAINING AND DEVELOPMENT SUGGESTIONS</u>		
<u>RATER'S PRINTED NAME</u>	<u>RATER'S TITLE</u>	<u>RATER'S SIGNATURE & DATE</u>
Etobal L. Ashley	Professor	Etobal L. Ashley 7/7/01
<u>EMPLOYER'S COMMENTS</u>		
<u>EMPLOYEE'S PRINTED NAME</u>	<u>EMPLOYEE'S SIGNATURE & DATE</u>	
Julie Dalessio	Julie Dalessio 9-2-01	
<u>REVIEWER'S COMMENTS</u>	<u>REVIEWER'S SIGNATURE & DATE</u>	
<u>PRINTED NAME</u>	<u>REVIEWER'S TITLE</u>	<u>REVIEWER'S SIGNATURE & DATE</u>

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10-01

WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

I. OVERVIEW	
1A. EMPLOYEE NAME	Julie Dalessio
1C. DEPARTMENT	VIROLOGY
1E. REPORTS TO (NAME)	Rhoda L. Ashley
1B. JOB NUMBER	434
1D. LAST WCD REVIEW DATE	RESEARCH SCIENTIST
1F. REPORTS TO (TITLE)	Director, Research Lab

II. POSITION PURPOSE

--

% OF TIME	ESSENTIAL FUNCTIONS, WORK RESPONSIBILITIES, ACCOUNTABILITIES	III. MAJOR RESPONSIBILITIES, ACTIVITIES, AND END RESULTS			COMMENTS
		HOW IT DONE (showing)	OUTCOMES/MEASURES	PERIOD, MONTH, DAY, 1, 2, or 3	
60%	Develop and write basic virology research	Basic activity literature reviews	Tests on line	2	
20%	Supervise research technicians	Daily reviews of planned work	Productivity of technicians	2	

[illegible]Page 2
McCluskey Agency Form 6-28000

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WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

OVERALL PERFORMANCE RATING: (Checked)		V. OVERALL RATING	
<input type="checkbox"/> (1) Work performance needs improvement (See Section VIII)	<input checked="" type="checkbox"/> (2) Meets work expectations	<input type="checkbox"/> (3) Exceeds work expectations	
<p>After specific competencies have been assessed, assessment summary form is attached. Full documentation is maintained in the manager's desk file. Yes <input checked="" type="checkbox"/></p>			
<p>EVALUATED COMMENTS:</p> <p>Julie has had a rough year outside the law and is making excellent progress toward returning to her usual outstanding performance. She is a key component of the Division's research and development mission and is highly regarded as such.</p>			
<p>EMPLOYEE COMMENTS:</p>			

MANAGER SIGNATURE (PRINT AND SIGN)	DATE	EMPLOYEE SIGNATURE (PRINT AND SIGN)	DATE
<p>  Amanda Avery </p>	<p>9/19/01</p>	<p>  Julie Dalesio </p>	<p>10.8.01</p>

NOTE TO EVALUATOR: Continue on to sections VI, VII and VIII

VI. COMPLIANCE TRAINING, EDUCATION, AND PERFORMANCE EVALUATION - REQUIRED (Begin Using 3/01/2002 EVAL.S)	
<p>V. A. TRAINING AND EDUCATION</p>	<p> <input type="checkbox"/> Satisfactory acknowledgment of performance in the Compliance Code of Conduct <input type="checkbox"/> Completed Basic Compliance Training <input type="checkbox"/> Completed assigned supplemental training courses. (Courses, scores, and date of completion to be listed below) </p>

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WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

<p>For Supervisors, Managers, Directors, and Administrators Only</p> <p>Have all direct reports for this employee submitted the signed Acknowledgment, completed the Compliance Issue Training and any assigned supplemental training courses. Please indicate the percentage of direct reports who have completed:</p> <p><input type="checkbox"/> 100% <input type="checkbox"/> 90-100% <input type="checkbox"/> 80-90% <input type="checkbox"/> 70-80% <input type="checkbox"/> 60-70% <input type="checkbox"/> Below 60%</p>	<p>V. B. PERFORMANCE EVALUATION</p> <p>Cite any specific identifiable compliance problem(s) associated with employee:</p> <p>Corrective actions taken to remedy problem(s):</p> <p><input type="checkbox"/> Verbal warning Date of action: _____</p> <p><input type="checkbox"/> Written Warning Date of action: _____</p> <p><input type="checkbox"/> Other corrective action (Please indicate below the corrective action taken)</p> <p><input type="checkbox"/> Additional Training (Courses, scores and date of completion to be listed below)</p>
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WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

VII. GOAL SETTING PLAN - HOW POSITION SUPPORTS ORGANIZATION WITH GOALS	
SPECIFIC GOALS TO BE ACHIEVED DURING NEXT CYCLE	PLAN DESCRIPTION AND COMMENTS (ACTION TO BE TAKEN, RESOURCES NEEDED, MONITORING AND FEEDBACK PROCESSES, TIME FRAMES, ETC.)
1) Complete local ambulatory function strategies	
2)	

VIII. PERFORMANCE IMPROVEMENT PLAN - REQUIRED IF POSITION NEEDS IMPROVEMENT	
SPECIFIC AREAS IN NEED OF IMPROVEMENT	PLAN DESCRIPTION AND COMMENTS (ACTIONS TO BE TAKEN, RESOURCES NEEDED, MONITORING AND FEEDBACK PROCESSES, TIME FRAMES, ETC.)
1) N/A	
2)	

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Age Specific Competency Assessment Summary Category I – Employees with Incidental Contact

Performance Criteria	Evaluation Tools
Interaction and communication with patients, families, and co-workers reflects a basic understanding of age-specific issues, respect for privacy and confidentiality, family centered approach to care and positive customer relations.	T
Comments:	

Instructions to Supervisors:

This form should be completed annually for each Employee as part of the annual performance evaluation process.
By marking the appropriate box or boxes above, you are verifying that the employee demonstrates age-specific knowledge.

Method of Evaluation by Supervisor:

Put the initial for one or more of the following methods in the box or boxes to verify age-specific competencies. Do NOT use checkmarks.
T: Test/Self-Learning module.
D: Demonstration/direct observation.
V: Verbalizes understanding.
C: Chart or other documentation review.
P: Peer review.

Employee Name: Julie Dalessio

Verified by: Debra A. Fisher
(Supervisor)

Date: 9/19/16

Method of Evaluation by Supervisor Definitions and Examples

T: Test/Self-Learning Module: To test knowledge of a topic or subject-area; may use the hospital-approved quiz, a department or unit-created test, or a self-assessment (see written quiz on calculating medication dosages).

D: Demonstration/direct observation: To test knowledge of a specific skill (ex: taking blood pressure, administering pain scale, administering diagnostic test, interviewing a family member).

V: Verbalizes understanding: To test knowledge of a process which occurs infrequently or is not easy to observe directly (e.g., calling a Code Pink, processing a medication order).

C: Chart or other documentation review: To evaluate skill from (legibility, understandability) and content (accuracy, completeness) of written documentation (e.g., review of progress notes, diagnostic reports, nursing flow charts).

P: Peer review: To assess age-specific competency in interpersonal skills, communication skills, day-to-day operational knowledge and skills; could be open-ended request for information or prepared list of questions.

Department of Labor Medicine

Evaluation Date: 10/19/09

Rating	
Comments	

- ☒ Needs expectations
- ☒ Models expectations
- ☒ Models improvement
- ☒ Unsatisfactory

- Environmental
- Economic implications
- Health implications
- Urban societies

- ☐ Exceeded expectations
- ☐ Met or exceeded expectations
- ☐ Needs improvement
- ☐ Unsatisfactory

- 1. Outwarding
- 2. Foreigns capitalization
- 3. Foreigns cooperatives
- 4. Needs improvement
- 5. China factory

- Needs improvement
- Unsatisfactory

2012

SPECIFIC ACHIEVEMENTS:

HPV-8 security development
Completed cyphernetix studies on local secretions

PERFORMANCE GOALS FOR THE NEXT EVALUATION PERIOD

Complete local antibody function studies

TRAINING AND DEVELOPMENT SUGGESTIONS:

See over

RATERS PRINTED NAME

Robert A. Asuncion

RATERS TITLE

Professor

RATERS SIGNATURE & DATE

Quetzal Delgado 10/19/00

EMPLOYER'S COMMENTS

Julie Delgado

REVIEWER'S COMMENTS

REVIEWER'S PRINTED NAME

REVIEWER'S TITLE

REVIEWER'S SIGNATURE & DATE



10/19/00

WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

I. OVERVIEW			
I.A. EMPLOYEE NAME:	Julie Dalessio	I.B. JOB NUMBER:	
I.C. DEPARTMENT:	Virology	I.D. LAST WCD REVIEW DATE:	Research Scientist 10/12/99
I.E. REPORTS TO (NAME):	Rhonda L. Ashley, Ph.D.	I.F. REPORTS TO (TITLE):	Rhonda L. Ashley, Ph.D.

II. POSITION PURPOSE

Supervise research lab activities of 3 Technicians, analyze and write up data, and run the Research Lab.

III. MAJOR RESPONSIBILITIES, ACTIVITIES, AND END RESULTS				
% OF TIME	ESSENTIAL FUNCTION/WORK RESPONSIBILITIES/ACCOUNTABILITIES	HOW IS IT DONE (Describe)	CITATIONS/RECORDS	PRIORITY RATING (1, 2, or 3)
40%	Co-leading and processing lab data	Writing, standard programs as well as direct hands on calculations.	Manuscripts and Abstracts	2
30%	Supervise lab projects in 3 different areas.	Direct Observation	Published w/ 3 Technicians	3
20%	Scientific input for project planning and design.	Meetings, Conferences, Direct observation	New areas investigated	3

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WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

100% Total		III. MAJOR RESPONSIBILITIES, ACTIVITIES, AND END RESULTS	
IV. WORK REQUIREMENTS			
IV.A. EDUCATION AND EXPERIENCE REQUIRED:		<ul style="list-style-type: none"> 	
IV.B. EDUCATION AND EXPERIENCE PREFERRED:		<ul style="list-style-type: none"> 	
IV.C. KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED TO PERFORM THE ESSENTIAL FUNCTIONS OF THE WORK:		<ul style="list-style-type: none"> Knowledge of human growth and development to modify care to the age and development status of the neonate, infant, toddler, pre-school child, school-age child, or adolescent, according to the age/development focus of the assigned department. 	
IV.D. PHYSICAL REQUIREMENTS:		<ul style="list-style-type: none"> 	
IV.E. TRAINING, EDUCATION & TESTING REQUIREMENTS:		<p>NOT Cardiac Zone Job</p> <p>Cardiac Zone Job (Ergonomic Awareness Training)</p> <p>Blood Exposure (Annual Bloodborne Pathogen Training)</p> <p>TB Exposure (Annual TB Testing and Education)</p>	

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Work Performance Form

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WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

OVERALL PERFORMANCE RATING (Check one)		V. OVERALL RATING		
<input type="checkbox"/> (1) Work performance needs improvement (See Section VII)	<input checked="" type="checkbox"/> (2) Meets work expectations	<input type="checkbox"/> (3) Exceeds work expectations		
DETAILED PERFORMANCE APPRAISAL RESULTS PROVIDING INFORMATION (Good and)				
Results of appraisal:				
<input checked="" type="checkbox"/> Confirms performance as is, or with minor changes <input type="checkbox"/> Performance should be modified as indicated, and will be reviewed on an on-going basis. A new appraisal will be conducted in three months to determine if performance is acceptable. <input type="checkbox"/> Termination as a result of unsatisfactory performance.				
Age-specific competencies have been assessed; assessment summary form is attached. Full documentation is maintained in the manager's desk file. Yes <input type="checkbox"/>				
EVALUATOR COMMENTS				
EMPLOYEE COMMENTS				
EVALUATOR SIGNATURE				
DATE				

10-99

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PERFORMANCE EVALUATION FORM

I. OVERVIEW	
LA. TODAY'S DATE:	10-12-99
LB. EMPLOYEE NAME:	Julie Dalessio
LC. JOB TITLE:	Research Scientist
LD. DEPARTMENT:	Virology
LE. REPORTS TO (NAME):	Rhoda Ashley
LF. REPORTS TO (TITLE):	Ph.D., Director, Diagnostic Virology Section

II. POSITION PURPOSE
<ul style="list-style-type: none"> • Supervise research lab activities of 3 tech. • Analyze and write up data • Run the research lab

III. MAJOR RESPONSIBILITIES AND END RESULTS				
% OF TIME	ESSENTIAL FUNCTIONS/ WORK RESPONSIBILITIES/ ACCOUNTABILITIES	OUTCOMES/MEASURES	PERFORMANCE RATING 1, 2, or 3	COMMENTS
40%	1) Collating and processing lab data	Manuscripts and abstracts <i>Direct Observation</i>	2	
40%	2) Supervise lab projects in 3 different areas	Productivity of 3 tech. <i>Direct Observation</i>	3	Impressive and diverse group of projects working well together. Good leadership
20%	3) Scientist input for project planning and design.	New areas implemented <i>Direct observation</i>	3	Highly intelligent with excellent input.
	4)			

Perf Mgmt JDalessio 2/10/99

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PERFORMANCE EVALUATION FORM

III. MAJOR RESPONSIBILITIES AND END RESULTS

NO. OF TIME	ESSENTIAL FUNCTIONS/ WORK RESPONSIBILITIES/ ACCOUNTABILITIES	OUTCOMES/MEASURES	PERFORMANCE RATING 1, 2, or 3	COMMENTS:
3)				
6)				
7)				
8)				
9)				
10)				

IV. OVERALL RATING

OVERALL PERFORMANCE RATING:	EVALUATOR COMMENTS:
<input type="checkbox"/> (1) Does not meet work expectations <input type="checkbox"/> (2) Meets work expectations <input checked="" type="checkbox"/> (3) Exceeds work expectations	Julie continues to be a key research influence at CHRMC and in the Virology Division.

Perf/Evalmt JDaleasio 3/1/96

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PERFORMANCE EVALUATION FORM

EMPLOYEE COMMENTS:
<i>None</i>

EVALUATOR SIGNATURE:	DATE:
<i>Thomas Asbury</i>	<i>10/12/99</i>

EMPLOYEE SIGNATURE:	DATE:
<i>Julie Dalessio</i>	<i>10-12-99</i>

I have received a copy of my current Work Content Description.	(Staff Member to initial)
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Age-specific competencies (if applicable) have been assessed.	
Full documentation is maintained in the manager's desk file.	(Manager to initial)

JCAHO Performance Appraisal Results Tracking Information (mark one)	
Results of appraisal:	<input checked="" type="checkbox"/> Continue performance as is, or with minor changes.
	<input type="checkbox"/> Performance should be modified as indicated, and will be reviewed on an on-going basis. A new appraisal will be conducted in three months to determine if performance is acceptable.
	<input type="checkbox"/> Termination as a result of unsatisfactory performance.

EMPLOYEE PERFORMANCE EVALUATION			University of Washington	
EMPLOYEE NAME	CLASSIFICATION TITLE	DEPARTMENT	EVALUATION PERIOD	EVALUATION DATE
Julie Dalesso	CTE	Cell Medicine	10/97 to 10/98	10/26/98
PERFORMANCE FACTORS				
1. QUALITY OF WORK Completeness, accuracy, quantity, timeliness	Excellent. Julie is a Superstar.			
2. QUANTITY OF WORK Rate of work, volume of work, amount of work, ability to meet deadlines, productivity, etc.	Hard to grasp this due to conflicting requirements for work between projects. Very organized and very busy.			
3. JOB KNOWLEDGE Depth of technical knowledge, understanding of job prospects and work.	Tentative. Julie is "flying blind" in many areas toward new development.			
4. WORKING RELATIONSHIPS Cooperation and ability to work with supervisors, co-workers, students, and others involved	Very competent. Good teacher and stands up for her lab.			
5. SUPERVISORY SKILLS Planning and directing subordinates, delegating, establishing standards, reviewing and directing work, providing feedback, developing ability, ability to supervise	See above. Certainly has shown a leadership role in our lab. Key player in the Division.			
6. OPTIONAL FACTOR	Julie is the "go-to" person for Senology Development.			

DEFINITIONS OF PERFORMANCE RATING CATEGORIES	
OUTSTANDING: The employee has exceeded all of the performance expectations for this factor and has made many significant contributions to the efficiency and economy of the organization through such performance.	NEEDS IMPROVEMENT: The employee has failed to meet one or more of the standard performance expectations for this factor.
EXCEEDS EXPECTATIONS: The employee routinely meets beyond a majority of the performance expectations of this factor and has made significant contributions to the efficiency and economy of this organization through such performance.	UNSATISFACTORY: The employee has failed to meet the performance expectations for this factor.
SATISFACTORY: The employee has met the performance expectations for this factor and has contributed to the efficiency and economy of this organization.	

2. SPECIFIC ACHIEVEMENTS (Include additional sheets if necessary)

- H&V 8
- Auditing team
- Cybercrime investigations

3. RECOMMENDED IMPROVEMENT AND ACTION (Include additional sheets if necessary)
SOP enhancement

- Let's do it
- Review and review with team
- Consulting the sampling in white
- More writing & synthesizing projects

4. ATTENDANCE (Include additional sheets if necessary)

Time

RATER'S NAME, PRINT or TYPE	RATER'S TITLE	RATER'S SIGNATURE	DATE RATED
Richard A. Asmery	Officer	[Signature]	10/26/98

EMPLOYER'S COMMENTS:

The performance evaluation was discussed with me on the day noted above. I affirm that my signature attests that a personal interview was held with me. I do not knowingly indicate that I agree with the evaluation.

EMPLOYER'S COMMENTS:

EMPLOYER'S SIGNATURE
[Signature]
DATE SIGNED
10-26-98

REVIEWER'S SIGNATURE (Print or Type)	REVIEWER'S TITLE	REVIEWER'S SIGNATURE	DATE REVIEWED



EMPLOYEE PERFORMANCE EVALUATION

EMPLOYEE NAME	DATE OF EVALUATION	EVALUATOR NAME	EVALUATION PERIOD	PERFORMANCE RATING
Julie Dalessio	01/11/17	CTIC	From Sept 10 to Sept 16	
PERFORMANCE FACTORS	PERFORMANCE EXPECTATIONS, COMMENTS AND/OR EXAMPLES (ATTACHED EXTRA SHEETS IF NEEDED)			
1. QUALITY OF WORK	<p>Subj. creative, confident tech. Julie seeks extra information to make her work and ensuring never fails to perform tests correctly or making suggestions on controls</p> <p>Julie was difficult because of the challenge of preparing for being away from the summer. Still, Julie was very productive.</p>			
2. QUANTITY OF WORK	<p>Julie is intellectually curious and requires time to solve research questions</p>			
3. JOB KNOWLEDGE	<p>Julie was given a lot and is a natural mentor to the lab. She was adapted to changes in lab personnel over the last year and been instrumental in keeping the lab going through students and changes</p> <p>Although the job doesn't require supervision work, Julie is being asked to take the leadership role in problem solving, training, having new techs. Great job.</p>			
4. WORKING RELATIONSHIPS				
5. SUPERVISORY SKILLS				
6. SPECIAL FACTORS				
<p>DEFINITIONS OF PERFORMANCE RATING CATEGORIES:</p> <p>OUTSTANDING - The employee has exceeded the performance expectations and has demonstrated exceptional ability in the job and has been a major contributor to the success of the organization.</p> <p>EXCEEDS EXPECTATIONS - The employee has met the performance expectations and has demonstrated exceptional ability in the job and has been a major contributor to the success of the organization.</p> <p>MEETS EXPECTATIONS - The employee has met the performance expectations and has demonstrated good ability in the job and has been a contributor to the success of the organization.</p> <p>NEEDS IMPROVEMENT - The employee has not met the performance expectations and has demonstrated poor ability in the job and has been a poor contributor to the success of the organization.</p> <p>UNSATISFACTORY - The employee has not met the performance expectations and has demonstrated poor ability in the job and has been a poor contributor to the success of the organization.</p>				
<p>PERFORMANCE RATING CATEGORIES:</p> <p>OUTSTANDING - 5</p> <p>EXCEEDS EXPECTATIONS - 4</p> <p>MEETS EXPECTATIONS - 3</p> <p>NEEDS IMPROVEMENT - 2</p> <p>UNSATISFACTORY - 1</p>				

9. SPECIFIC ACHIEVEMENTS (include a brief summary of accomplishments)

Overseeing the completion of USPIO, 163 studies, completing 185.

10. PERFORMANCE GOALS FOR THE NEXT EVALUATION PERIOD

Take active role in statistical analysis of 185. Developing new and EUCLD based units.

11. TRAINING AND DEVELOPMENT SUGGESTIONS

Still seeing a gap that that encourages Julie's value to the lab and the Division.

12. ATTENDANCE (Indicate any absences)

DATE	REASON FOR ABSENCE	DATE RETURNED
9/11/96	Personal	9/11/96

EMPLOYEE'S COMMENTS

DATE	REASON FOR ABSENCE	DATE RETURNED
9-23-96	Personal	9-23-96

EMPLOYER'S COMMENTS

DATE	REASON FOR ABSENCE	DATE RETURNED
10/1/96	Personal	10/1/96

A copy of this report should be submitted to the Director of the Division of the Department of Health and Human Services.

EMPLOYEE PERFORMANCE EVALUATION		UNIVERSITY OF ARIZONA UH Medical Center Dept. of Laboratory Medicine		EVALUATION DATE 4/1/95
Employee Name: Julie Calasce Supervisor Name: John Teal II DATE OF EVALUATION: 10/10/95		EVALUATION PERIOD: from 10/94 to 10/95		
PERFORMANCE FACTORS: 1. QUALITY OF WORK 2. QUANTITY OF WORK 3. JOB KNOWLEDGE 4. ATTITUDE 5. COMMUNICATION SKILLS 6. WORKING RELATIONSHIPS 7. INITIATIVE 8. CREATIVITY 9. LEADERSHIP 10. OTHER				
COMMENTS AND RECOMMENDATIONS: Julie is always eager to expand her knowledge. She has an analytical mind and assimilates knowledge rapidly. Her negotiation skills are not a strength, but she is always willing to work hard to resolve problems and to advocate for the research group. Julie is an excellent teacher whose patience is appreciated with the students. She gives a very well received tutorial on Western herbs to our...				
RECOMMENDATIONS: Julie is an excellent teacher whose patience is appreciated with the students. She gives a very well received tutorial on Western herbs to our...				

<p>7. SPECIFIC ACHIEVEMENTS (to be completed at each interview)</p> <p>• Meeting with author Lawrence and setting up the GIS.</p>			
<p>8. PERFORMANCE GOALS FOR THE NEXT EVALUATION PERIOD</p> <p>Unless Judge's creating to design functional assay for local HSE and continue to grow in the areas of data and study analysis.</p>			
<p>9. TRAINING AND DEVELOPMENT SUGGESTIONS</p>			
<p>10. ATTENDANCE (to be completed at each interview)</p> <p>OK</p>			
DATE BEGUN 10/17/94	DATE ENDED 10/13/95	DATE'S EXPIRATION 10/13/95	
<p>EMPLOYER'S COMMENTS</p> <p>Dr. [Name] is the past year, although giving me a nice lab space. He wanted in meeting me from the research activities in the department. I hope that in the coming year that will be more opportunities for interaction between research, lab and research lab. I think it would also be beneficial for me to show in educational opportunities in the department, especially computer training. I'm also working to establish better working relationships between the research and lab. The would be mutually beneficial.</p> <p>These comments reflect the author's performance during the period of the evaluation. The author's performance is being reviewed by the author's supervisor.</p> <p>REVIEWER'S COMMENTS</p> <p>Julie Dalesio</p> <p>11/13/95</p>			
<p>REVIEWER'S NAME X Julie Dalesio</p>	<p>REVIEWER'S TITLE X Associate Curator</p>	<p>REVIEWER'S SIGNATURE</p>	<p>DATE REVIEWED</p>

HIGHER EDUCATION PERSONNEL BOARD									
STATE OF WASHINGTON HIGHER EDUCATION PERSONNEL SYSTEM POSITION DESCRIPTION				1. ASSIGNED CLASSIFICATION		2. POSITION NUMBER 1994			
				3. REVIEWED BY		4. DATE		5. AUDITED BY	
7. PAY GRADE		8. STEP							
SECTION I - GENERAL (ABOVE SPACES TO BE COMPLETED BY PERSONNEL DEPT.)									
9. NAME LAST FIRST MIDDLE INITIAL		10. CLASSIFICATION TITLE		11. WORKING TITLE					
Daleggio Julie S		Clin Tech I		Lead Tech					
12. INSTITUTION		13. LOCATION OF EMPLOYMENT		CITY		BUILDING		ROOM NO.	
University of Washington		Pacific Medical Ctr 1200 12th Ave S.		Seattle				1103	
14. DEPARTMENT, DIVISION OR SECTION		15. IMMEDIATE SUPERVISOR		TITLE		BUILDING		ROOM NO.	
Virology		Dr. Rhonda Ashley		Assoc. Director		CHMC		D536	
16. OFFICIAL WORK WEEK (NUMBER OF HOURS)		17. MONTHS PER YEAR (12 MONTHS)		18. DURATION OF EMPLOYMENT		19. WITH INSTITUTION		20. WITH PRESENT DUTIES	
40		12		day		9 YEARS 3 MONTHS		4 YEARS 4 MONTHS	
SECTION II - DESCRIPTION OF DUTIES									
21. % TIME 22. DUTIES READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING THIS SECTION. LIST THOSE DUTIES FIRST WHICH OCCUPY MOST OF YOUR TIME. NOTE—UNDERLINE OR BRACKET YOUR MOST RESPONSIBLE DUTY.									
<p>40% 1. Develop & evaluate methodologies & procedures. This includes library research, experiment design, data collection and collation, statistical analyses, and graphical presentation of data.</p> <p>10% 2. Write technical procedures</p> <p>20% 3. Assign and analyze the work of others</p> <p>10% 4. Order and receive supplies and equipment (including research of large items)</p> <p>5% 5. Coordinate the supply of specimen collection media to clinics.</p> <p>5% 6. Train new employees (or fellows)</p> <p>7% 7. Maintain lab equipment</p> <p>2% 8. Teach students (Medical, med tech, fellows, residents)</p> <p>3% 9. Interview and assist in hiring new employees.</p>									
(Attach one additional sheet if necessary)									

SECTION III - RELATED INFORMATION

PLEASE DESCRIBE THE MANNER IN WHICH YOUR DUTIES AND RESPONSIBILITIES HAVE CHANGED SINCE YOUR POSITION WAS LAST AUDITED OR SINCE YOU FIRST ASSIGNED TO THE POSITION. ATTACH ADDITIONAL SHEET IF NECESSARY.

My duties now include more data analysis and supervising or direction of other employees and students. I have also become involved in teaching the virology core course and related tech course, and in interviewing and hiring new employees.

21. IF YOU ARE IN A SUPERVISORY POSITION, LIST THE UNITS YOU SUPERVISE AND NUMBER OF EMPLOYEES IN EACH UNIT, INCLUDING PART-TIME HELP. AN ORGANIZATION CHART HELPS CLARIFY THIS ITEM. PLEASE ATTACH.

Microbiology Lab - 4 employees

PLEASE LEAVE BLANK

22. LIST EMPLOYEES IF ANY UNDER YOUR DIRECT SUPERVISION. IF MORE THAN FIVE LIST THE NUMBER OF EMPLOYEES BY CLASSIFICATION.

NAME OR NUMBER	NUMBER OF HOURS WORKED PER WEEK	CLASSIFICATION/WORKING TITLE	EMPLOYMENT STATUS
A. <i>Ellen Marie G. Sookhoo</i>	<i>46</i>	<i>Research Tech 1 Lab</i>	<i>C</i>
B. <i>Mandy Lam</i>	<i>15</i>	<i>Student Helper</i>	<i>H</i>
C.			
D.			
E.			

23. WHAT TYPE OF AUTHORITY AND RESPONSIBILITY DO YOU HAVE REGARDING THE HIRING, EVALUATION, DISCIPLINE AND/OR TERMINATION OF THE EMPLOYEES LISTED ABOVE (ITEM 22)? PLEASE EXPLAIN.

My supervisor's staff suggestions are seriously considered by my supervisor.

24. LIST ANY OFFICE MACHINES, EQUIPMENT, TOOLS, MOTOR VEHICLES, ETC. OPERATED ON JOB. GIVE PER CENT OF TIME.

PER CENT OF TIME YOU TYPE IN A 40-HOUR PERIOD

25. CERTIFY THAT THE STATEMENTS CONTAINED HEREIN ARE BY OWN AND ARE ACCURATE AND COMPLETE.

Julie Dalesio
SIGNATURE OF EMPLOYEE

26. DATE
3-28-99

SECTION IV - STATEMENT OF IMMEDIATE SUPERVISOR

27. THE ABOVE STATEMENTS ARE ACCURATE AND COMPLETE EXCEPT, LISTEN additional sheet if necessary.

28. DO YOU AGREE WITH STATEMENT ON MOST RESPONSIBLE DUTY (ITEM 22) IDENTIFY EXCEPTIONS TO STATED AUTHORITY.

☐ Yes ☐ No

29. LIST THOSE EMPLOYEES WHO PERFORM SUBSTANTIALLY THE SAME DUTIES AS THOSE THAT ARE SET FORTH IN ITEM NO. 22.

NAME OF EMPLOYEE (3 ARE SUFFICIENT)	CLASSIFICATION TITLE	WORKING TITLE
A.		
B.		
C.		

30. SUPERVISION REQUIRED OF POSITION WHILE PERFORMING DUTIES UNDER ITEM 22:
☐ CLOSE DETAIL ☐ ON A SIFT CHECK BASIS ONLY ☐ LITTLE - EMPLOYEE RESPONSIBLE FOR DEIVING OWN WORK METHODS ☐ OTHER
 EXPLANATION OF ITEM CHECKED:

31. COMPLEXITY OF DUTIES AS DESCRIBED UNDER ITEM 22:
☐ ROUTINE (SHOULDER PROCEDURAL) ☐ DIVERSIFIED (VARIETY OF APPLICATIONS)
☐ ROUTINE REQUIRING SOME JUDGMENTS ☐ SPECIALIZED (REQUIRING SPECIAL TRAINING/EXPERIENCE)
 EXPLANATION OF ITEMS CHECKED:

32. EXPERIENCE (KIND AND LENGTH OF TIME REQUIRED)

33. SPECIAL KNOWLEDGE, SKILL, LICENSE, ETC. REQUIRED.

34. EDUCATION (MINIMUM REQUIRED FOR ENTRY TO POSITION):
☐ LESS THAN HIGH SCHOOL ☐ HIGH SCHOOL/VOE TECH ☐ SOME COLLEGE ☐ COLLEGE GRAD ☐ GRADUATE STUDY
 MAJOR: _____ VOE/TECH PROGRAM: _____

35. SIGNATURE OF IMMEDIATE SUPERVISOR

36. TITLE

37. DATE

SECTION V - STATEMENT OF DEPARTMENT HEAD

38. DEPARTMENT HEAD'S COMMENTS AS TO ACCURACY AND COMPLETENESS OF STATEMENTS OF EMPLOYEE AND IMMEDIATE SUPERVISOR

39. SIGNATURE OF DEPARTMENT HEAD OR AUTHORIZED REPRESENTATIVE

40. TITLE

41. DATE



EMPLOYEE PERFORMANCE EVALUATION

EMPLOYEE NAME Julie Daleggio		CLASSIFICATION Clinical Tech I	EVALUATION PERIOD FROM 1/1/91 TO 12/31/91	REVIEW DATE 2/12/92
PERFORMANCE FACTORS	PERFORMANCE EXPECTATIONS		COMMENTS AND/OR EXAMPLES (ATTACH EXTRA SHEETS IF NEEDED)	RATING
1. QUALITY OF WORK COMPLETION, ACCURACY, NEATNESS, THOROUGHNESS	Julie has always been extremely competent with high quality work skills.			<input checked="" type="checkbox"/> EXCEEDS EXPECTATIONS <input type="checkbox"/> MEETS EXPECTATIONS <input type="checkbox"/> NEEDS IMPROVEMENT <input type="checkbox"/> UNSATISFACTORY
2. QUANTITY OF WORK USE OF TIME, VOLUME OF WORK ACCOMPLISHED, ABILITY TO MEET SCHEDULED PRODUCTION LEVELS	Julie has accomplished a great deal of work. I do sense less focus with classes and other distractions.			<input checked="" type="checkbox"/> EXCEEDS EXPECTATIONS <input type="checkbox"/> MEETS EXPECTATIONS <input type="checkbox"/> NEEDS IMPROVEMENT <input type="checkbox"/> UNSATISFACTORY
3. JOB KNOWLEDGE DEGREE OF TECHNICAL KNOWLEDGE, UNDERSTANDING OF JOB PROCEDURES AND METHODS	Outstanding on all counts			<input checked="" type="checkbox"/> EXCEEDS EXPECTATIONS <input type="checkbox"/> MEETS EXPECTATIONS <input type="checkbox"/> NEEDS IMPROVEMENT <input type="checkbox"/> UNSATISFACTORY
4. WORKING RELATIONSHIPS COOPERATION AND ABILITY TO WORK WITH SUPERVISOR, CO WORKERS, STUDENTS, AND CLIENTS SERVED				<input checked="" type="checkbox"/> EXCEEDS EXPECTATIONS <input type="checkbox"/> MEETS EXPECTATIONS <input type="checkbox"/> NEEDS IMPROVEMENT <input type="checkbox"/> UNSATISFACTORY
5. SUPERVISORY SKILLS TRAINING AND DIRECTING OTHERS, SUPERVISING, EVALUATING, COUNSELING, PLANNING AND ORGANIZING WORK, DELEGATING, RECORDING, RECORDING, MONITORING, ABILITY TO COORDINATE				<input checked="" type="checkbox"/> EXCEEDS EXPECTATIONS <input type="checkbox"/> MEETS EXPECTATIONS <input type="checkbox"/> NEEDS IMPROVEMENT <input type="checkbox"/> UNSATISFACTORY
6. OPTIONAL FACTOR	Julie developed a very critical test this year for HIV antibody.			<input checked="" type="checkbox"/> EXCEEDS EXPECTATIONS <input type="checkbox"/> MEETS EXPECTATIONS <input type="checkbox"/> NEEDS IMPROVEMENT <input type="checkbox"/> UNSATISFACTORY

DEFINITIONS OF PERFORMANCE RATING CATEGORIES


EXCEEDS EXPECTATIONS — The employee has exceeded all or the greater number of major areas for this job and has no major areas of concern in the evaluation category of the organization's overall performance.

MEETS EXPECTATIONS — The employee meets the requirements of the position and has no major areas of concern in the evaluation category of the organization's overall performance.

NEEDS IMPROVEMENT — The employee has not met all or most of the requirements of the position and has some areas of concern in the evaluation category of the organization's overall performance.

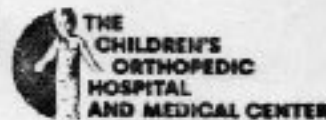
UNSATISFACTORY — The employee has not met most or all of the requirements of the position and has major areas of concern in the evaluation category of the organization's overall performance.

* Date of this evaluation is the employee's anniversary.

7. SPECIFIC ACHIEVEMENTS (check all that apply)			
See Attached			
8. PERFORMANCE GOALS FOR THE NEXT EVALUATION PERIOD			
Continue to have an active role in interpreting results of bench studies, Improve rapport with Clin Tech II and Lead Techn in Clinical Lab, to reach goal of training in clinical lab.			
9. TRAINING AND DEVELOPMENT SUGGESTIONS			
Julie is some what bored with her current job. Until her classwork is finished I can't afford more of her time out of the lab for training and development. This should be re-addressed when her degree program is complete.			
10. ATTENDANCE (assessor's comments) Because of key role in Research Lab I would like to encourage Julie to put in her complete (1/2 of time gone for class) before 9 or after 5:30 - rather than in evening or weekend hours.			
ADVISOR'S NAME Kendra L. Ashley	ADVISOR'S TITLE Associate Director, Virology	ADVISOR'S SIGNATURE 	DATE SIGNED 2/21/92
EMPLOYEE'S COMMENTS			
<p>This performance evaluation was discussed with me as the supervisor. I understand the my rights and obligations over the 60-day review period and I agree with the evaluation.</p> <p>REVIEWER'S COMMENTS</p> <p>REVIEWER'S NAME _____ REVIEWER'S TITLE _____ REVIEWER'S SIGNATURE _____ DATE SIGNED 2-24-92</p>			

A copy of the signed annual evaluation form will be provided to the appropriate record.

Performance Appraisal and Planning



Employee's Name: Milioni, Julie Employee Number: _____ Job Title: Research Tech I
 Supervisor: Rhonda Ashley Department: Neurology Period Covered: Oct '85 - Oct '86

(For instructions, see CHHMC Supervisor's Guide to Performance Planning and Appraisal)

A. Major Responsibilities	B. Results Expected	C. Actual Results
<p>Key performance areas for period covered, including special assignments and projects.</p> <p>Western blot for HSV Serotyping.</p> <ul style="list-style-type: none"> - Determine optimal conditions - Perform test series - Develop serotyping criteria - Maintain records (weekly) <p>Develop description technique for HSV serotyping.</p> <ul style="list-style-type: none"> - Optimize conditions - Develop criteria for using the test <p>Abso/lot - ELISA proper</p> <ul style="list-style-type: none"> - Gather information; appropriate sero for collaboration with Dr. Mahanir - Maintain records of Ser. sent/blot results <p>Transfer Western blot technology to minimal system</p>	<p>Carry out supervisor's instructions for various trials</p> <p>"</p> <p>"</p> <p>Test equipment, try techniques, consult w/ supervisor for quality assurance</p>	<p>Superior performance; far exceeded expectations.</p> <p>Consistent, clear analyses independent of supervisor.</p> <p>Initiated logical, step-wise program of reagent and conditions trials.</p> <p>Created and implemented most of the procedures for the technique. Developed criteria for re-use of expensive reagent. Independent concern for quality control</p> <p>Superior; made excellent suggestions for sero test</p> <p>Superior job; efficiently, quickly put this test a base and instructed others as to the modifications</p>

F34-24 (1-1) 7-85

Major Responsibilities	Results Expected	Actual Results
<p>Write up protocols for Western blot, Absorption, Antigen preparation.</p> <p>Begin adenovirus RE technique</p> <ul style="list-style-type: none"> - 293 cell growth - Adeno infection/CPE - DNA harvest - RE and gels 	<p>Basic steps for revision by supervisor.</p> <p>Reproduce ten files results.</p>	<p>Clear, thorough, well written. Little revision required.</p> <p>Edging progress good - cell culture, viral propagation, gels in hand.</p> <p>Excellent analyses of problems and well-considered suggestions for solutions.</p>
<p>Study sera from vaccine efficacy study - initial RE blot patterns in vaccines and breakthrough pts</p>	<p>Blots + interpretation.</p>	<p>Accomplished.</p>

(This page may be photocopied if additional space is needed.)

D. Additional Comments

Can document overall contribution, work habits, and unplanned events affecting performance during the review period.

Julie is still the finest bench tech I've worked with. Excellent analytical skills and critical thinking. Understands her work and applies literature services to solving problems. Made excellent progress on Western blot during supervisor's leave of absence.

E. Overall Rating

- ☐ **FULLY PROFICIENT:** Performance that is fully acceptable for a majority of performance areas. The level of most employees for most parts of their jobs.
- ☒ **OUTSTANDING:** Exceptional performance that consistently exceeds expectations in a majority of areas.
- ☐ **NEEDS IMPROVEMENT:** Performance that may be (1) minimally acceptable and requiring improvement; or (2) unacceptable and demanding immediate improvement.

Salary Increase:

F. Performance Plan

For the period of Oct, 1986 to Oct, 1987.

Fill out this section if there are any changes in job requirements for this position. Record any new or deleted responsibilities, changed priorities, revised standards.

Major Responsibilities**Results Expected**

Automated R.E. mapping. Install in clinical lab once technique established.

- Write protocol
- Develop CAP-QA

Integrate in writing 2-3 papers

- ELISA/blot ~~from~~
- Blot densitometry analysis of HSV-1, HSV-2 primary & A.S. P2
- Hant. ind/blot

On-line by Oct '87.

I have no doubt this project will be completed.

Initial work up me on writing results. Have her gain experience in collating research data to manuscript form.

G. Growth Plan

Skills that will allow the employee to become even more proficient, narrow the gap between actual and expected performance, or promote long-range career goals.

Area for Dev.	Desired Progress	Activities (WHO will do WHAT, WHEN)
<p>About RE; an independent, very challenging project.</p> <p>Other challenging projects which will lead to qualifications. Benin techniques not a problem; she can make just about anything work.</p> <p>↓</p> <p>Anti-Diarrhoea? CMV DNA probes?</p> <p>Classes - DNA/ molecular biology</p>	<p>Completion of, hopefully, a research project of publishable quality.</p> <p>The usual fine, thorough, thoughtful job. Goal is to give Julie some high visibility projects which will be publishable, not just useful. She has done a great deal of Atrium work and desires to put effort toward a project which will yield recognition outside the lab.</p> <p>Would like to try for a spring abstract deadline.</p>	<p>Julie's project. Work w/ Karl for DNA controls, general shared problems in oral RE analyses.</p>

H. Employee Comments

I had an opportunity to contribute to this performance review and planning. YES ☒ NO ☐

Signatures

EMPLOYEE: Julie Militoni DATE: 10/30/86

APPRAISER: Rita J. L. Ashbury DATE: 10/30/86

REVIEWER: _____ DATE: _____